

CITY OF HAYWARD

and

THE HAYWARD FIRE CHIEFS' ASSOCIATION

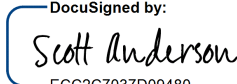
SIDE LETTER OF AGREEMENT

In May 2020, representatives of the City of Hayward and IAFF, Local 1909 met and conferred in good faith regarding the projected revenue shortfall facing the City of Hayward for FY 2021. In partnership to address the projected revenue shortfall, the parties agreed to amend certain provisions of the current Memoranda of Understanding between the City and IAFF, Local 1909, Firefighter and Fire Officers Units, extended through December 31, 2024. This agreement became effective May 25, 2020. In recognition of Local 1909's partnership and because FY 2021 revenues surpassed projections, the parties mutually agree to restore the two percent (2%) base wage salary increase originally due to members the pay period including July 1, 2020, but which Local 1909 agreed to forego.

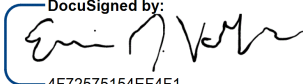
Although the Hayward Fire Chiefs' Association (HFCA) is currently out of contract and is in the process of negotiating a successor MOU, members of HFCA have been receiving salary increases along with Local 1909 to address salary compaction. As a result of the negotiated concessions with Local 1909, members of HFCA were also required to forego a two percent (2%) base wage increase. The City of Hayward and HFCA have mutually agreed to restore the two percent (2%) base wage salary increase originally due to members the pay period including July 1, 2020.

Therefore, the City and HFCA agree that effective the pay period that includes July 1, 2021, the base wage salary increase shall be 4% (2% of which was previously due the pay period including July 1, 2020, and 2% due to the membership effective the pay period including July 1, 2021). In addition, effective at the beginning of the pay period following Council approval, all classifications covered by this agreement shall receive a one-time cash payment equivalent to two percent (2%) of annual base salary as of June 1, 2021.

For HFCA:

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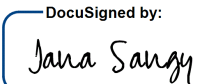
Scott Anderson, Deputy Fire Chief

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Eric Vollmer, Deputy Fire Chief

Date 9/20/2021

For City of Hayward:

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Jana Sangy, Director of Human Resources

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Kelly McDoo, City Manager

Date 9/27/2021
